



JOHN HENRY NEWMAN CATHOLIC COLLEGE

Heart Speaks To Heart

Lay Chaplain

Grade C £25,992 - £28,624

Actual salary: £22,830 - £25,142

Term Time plus two weeks



Leading Parent
Partnership Award

2017-2020



Solihull



**Artsmark
Platinum Award**
Awarded by Arts
Council England

Heart speaks to Heart



Welcome

to John Henry Newman Catholic College

Welcome from our Principal

Thank you for your interest in our College. John Henry Newman Catholic College is an oversubscribed and high performing 11-19 College in the heart of Chelmsley Wood, Solihull. We are, most importantly, a community of faith and take the life and teachings of Christ as our example. We are also a close community committed to developing the talents of all of our staff and students to give glory to God. Our aim is simple – we want our students to leave our College with the determination never to accept second best and live life with a true sense of God's love and self-worth. This will enable our students to face life with confidence and purpose.

John Henry Newman Catholic College strives to be at the forefront of school improvement and innovation and invests heavily in the creation of a learning community where we all have the responsibility to learn from others and to contribute to the professional development of our colleagues. It is through this collaborative culture that together we can break down barriers to learning and support our students to gain the competitive edge over other applicants to leading universities, prestigious apprenticeships and the subsequent world of work.

John Henry Newman Catholic College are seeking to appoint a committed and enthusiastic Lay Chaplain. You will have the opportunity to work with an outstanding team and open the door to a future some students may never have imagined.

The successful candidate will support students to set the highest expectations and to make outstanding progress. This post offers the prospect to make a significant impact and help shape and develop the learning and teaching for the future. He/she will have the motivation and energy to inspire young people and a determination to never settle for second best.

The College Governors are proud of what John Henry Newman Catholic College has achieved to date and are keen to appoint someone who wholeheartedly shares our ambition and commitment to our mission.

In October 2024, we become part of Our Lady and All Saints Multi Academy Company. To join us on the next stage of our journey, contact us today.



Mrs Kate Clarke - Principal

Our mission

For every child to know they are loved and to develop a relationship with Jesus through **“Heart Speaks to Heart”**.

St John Henry Newman chose “Heart speaks unto Heart” as the motto to go on his coat of arms when he became a Cardinal in 1879.

Inspired by these words spoken by St. Francis de Sales, Newman calls us to hear God speaking to our hearts and to listen for our mission from God. In the college we have embraced and adopted virtues that help us to fulfil our mission and guide us on the right path towards our ‘definite purpose’ and true God given vocation.

Holiness - Trying to live the life God wants us to live.

Empathy - Trying to always see how our actions affect others rather than ourselves.

Altruism - Trying to put the interests of all others before our own.

Reconciliation - Trying to rebuild relationships by being and saying sorry when we are wrong.

Truthfulness - Staying true to ourselves and to God by being honest.

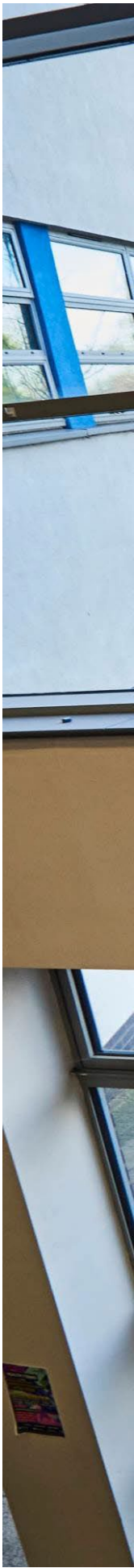
Hard Work and Resilience - Always try as hard as I can in all that I do.

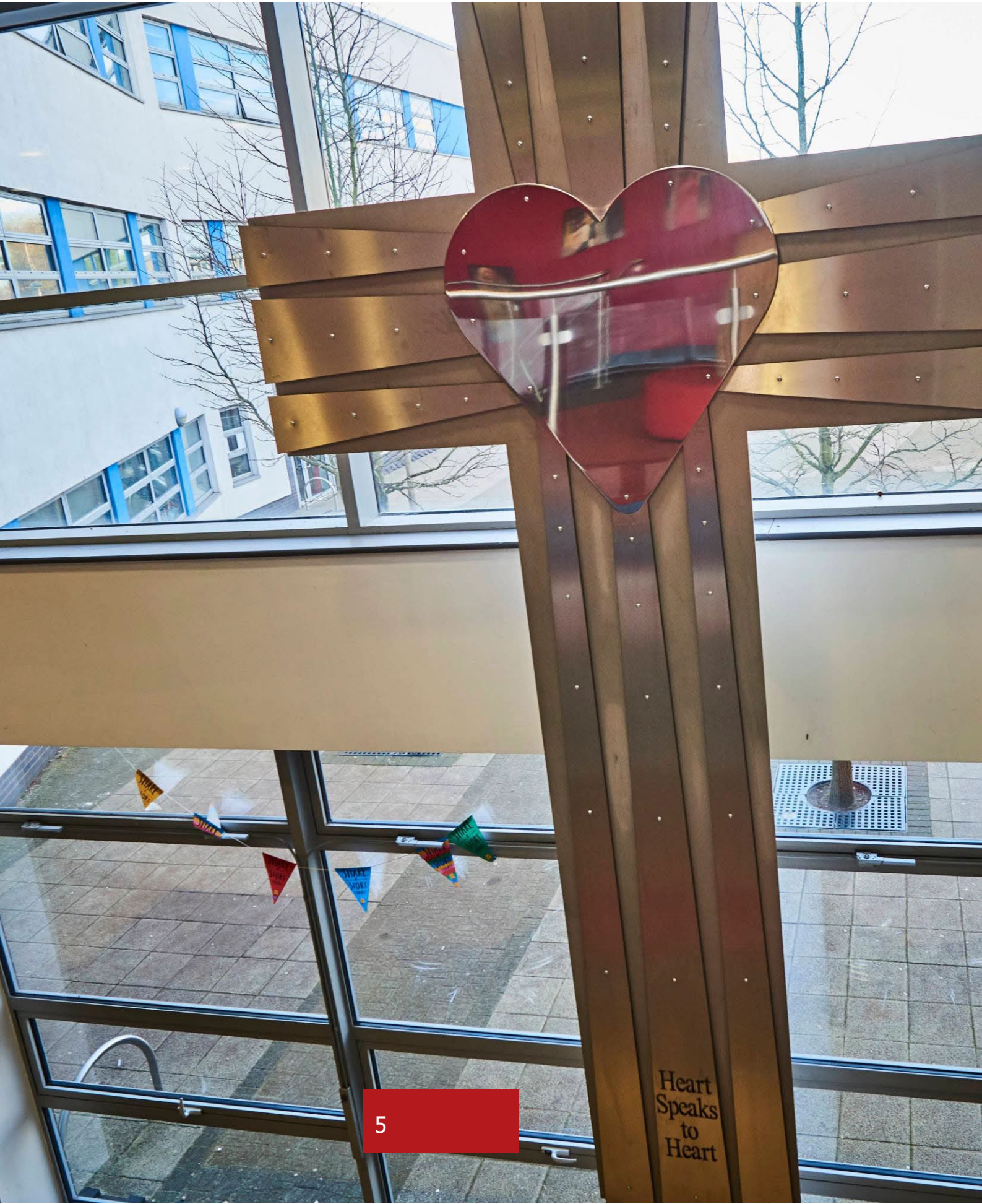
Excellence - Always try to make all that I do the best it can be.

Articulacy - Always try to present my thoughts clearly, accurately and politely and practise doing this.

Reading - Always treat reading with the respect it deserves by committing to it regularly.

Teamwork - Always respect the team and put its needs before my own.





Quality of Education

The planned curriculum:

- Develops students so they build up their knowledge over time, within and between subject areas, which becomes more complex as students develop through the curriculum.
- Provides opportunities for students to develop a wide range of skills that enable them to use their developing knowledge with confidence.
- Provides opportunities for a range of enriching experiences, building cultural capital and instilling a love of learning.
- Values creativity which encourages individuality and diverse thinking.
- Shows our commitment to social justice by being underpinned by powerful knowledge and deep learning, which strives to combat barriers that could limit the potential of our students.
- Ensures students are supported in building strong literacy, numeracy and oracy skills which support learning and develop confidence.
- Promotes the importance of learning languages, the study of which enables our students to appreciate culture and diversity in our society.
- Encourages a strong and informed sense of social and moral responsibility, ensuring that all students are valued and respected as individuals.
- Is relevant to our students and our community, and prepares students for the opportunities that exist globally, nationally and locally, and the responsibilities for the next stages of their life.
- Is complemented by a clear careers programme to enable students to develop a personal vision relating to their next steps, so that they may be helped to fulfil their definite purpose.
- Nurtures students to be responsible, safe and healthy citizens in the real and digital world.



The taught curriculum

Curriculum implementation at the John Henry Newman Catholic College is guided by Barak Rosenshine's Principles of Instruction.

Rosenshine's Principles of Instruction stem from three different sources. Firstly, research in cognitive science and how the brain encodes and stores information. Secondly, research on cognitive support with strategies to help students learn complex material. Finally, evidence based on the work of 'master teachers.' In addition to this the curriculum is implemented via careful sequencing of lessons using spaced practice and interleaving of content to promote long term learning through retrieval practice.



Based on principles of instruction, techniques from Doug Lemov's 'Teach Like a Champion' are then embedded into lesson planning to ensure that concepts are sequenced and modelled and effective questioning strategies are in place to check for students' understanding. In addition to this, guided practice builds up to independent practice and material is reviewed regularly and fluently.



Key assessment points are designed to make inferences about deep learning and not just short-term performance. These carefully designed diagnostic assessments inform responsive teaching in the classroom and also serve as great opportunities for students to practise knowledge recall and strengthen their knowledge of key subject matter.



This process of developing long-term learning increases students' fluency, freeing up working memory so that they can successfully connect and apply these facts to a range of diverse contexts.

Within day to day teaching, staff utilise opportunities for low stakes quizzing to promote knowledge recall, together with elaboration to deepen students' understanding of why specific knowledge is important in the wider world, rather than just having to remember a series of unconnected facts.



Staff wellbeing and workload

Staff workload and wellbeing is a priority and to protect time, we insist on a culture wherein, beyond the Senior Leadership Team, there is no expectation to send or respond to emails past 5.30pm or at weekends. We have rationalised our approach to data and reporting, parent evenings and marking/feedback. Staff briefings and whole staff meetings are kept to a minimum.

To protect our culture and ethos, leaders at all levels do not expect teachers to spend hours designing lessons and resources to meet the needs of individual students. We insist only on high quality adaptive teaching pitched to the more able with appropriate scaffolding in place to support SEND and disadvantaged students to access our curriculum and the cultural capital therein.



Behaviour and attitudes

All of our staff have the highest expectations of excellent behaviour for all students. Time is invested regularly by the Principal and Senior Leadership Team to ensure that staff know exactly what these expectations are and how they can be taught effectively in lessons and tutor time. This CPD and teacher support forms part of a regular staff conversation about maintaining the highest standards of student behaviour.

John Bosco, the Patron Saint of young people said that "children not only need to be loved, they need to know they are loved". Our approach to pastoral care is underpinned by this philosophy in tandem with our Christian ethos

and values. There is a highly effective pastoral system within the College to ensure all students are supported, particularly those who have the greatest need. Each year group has a dedicated and specialised team working with them. All staff use Class Charts to monitor behaviour standards effectively across the year group and to identify key trends and issues. This data is used to inform line management meetings and support action planning.



Vocation and careers

We have an extensive IAG Programme which is spearheaded by the online Unifrog programme. This is used within Personal Development lessons in Years 7, 8 and 9. For two years running we have taken part in a national competition called the Enterprise Challenge in Year 9. We have recently engaged with virtual speakers in Year 10, Aim Higher workshops in Year 11 and seminars run by our own careers specialist in Year 13. Our Careers Education Programme against the Gatsby benchmarks have always remained high.



Facilities

Our staff and students benefit from a new state of the art, well equipped College with a theatre, music practice rooms, drama and dance studios, sports block, 3G football pitches, extensive playing fields, multi use games area, learning resource centre, science labs, Sixth Form area, conference facilities, media suites and our innovative Specialist Centre for SEND. We have invested heavily in technology and teachers have access to chrome books to enhance their teaching and learning.



Conclusion

John Henry Newman Catholic College is a vibrant school with a welcoming Catholic community. The staff and students have created a wonderful, supportive and nurturing environment in which to work. Visitors to the College remark upon the warmth of the atmosphere and the positivity displayed by everyone. The best way to find out what John Henry Newman Catholic College is about is to see us in action. You are very welcome to come and look around before you submit your application.



Salary: Grade C £25,992 - £28,624
Term Time plus two Weeks
(Actual salary £22,830 - £25,142)

Responsible to:

- Associate Assistant Headteacher in Charge of Catholic Life

Main purpose of role

- To animate the spiritual, religious and liturgical life of the school and promote the Mission Statement, aims and objectives of the school.
- To lead, maintain and coordinate the annual spiritual life programme of the school for both staff and students in collaboration with the Associate Assistant Headteacher in Charge of Catholic Life.
- To develop innovative models of liturgy.
- To train, develop, support and nurture staff and students within the school so that they become skilled in leading and supporting the spiritual life programme
- To contribute to the school improvement plan and monitor the effectiveness and direction of the spiritual life of the school via this process in line with Catholic Schools Inspectorate.
- To liaise and network with a wide range of external contexts to enliven and enrich the spiritual life programme.
- To produce, maintain and develop the Spiritual Life calendar of events annually.
- To manage the Spiritual life budget.

Main duties and responsibilities

Prayer and Collective Worship

- To support the prayer life of the school and ensure with Heads of Year that prayer is part of Form Tutor ritual and routines.
- To develop and monitor prayer in form time at start and end of the day.
- To ensure 'Prayer Spaces' in all rooms are maintained.
- To develop and model different approaches to prayer for students.
- To maintain and oversee the prayer rota in the Chapel.
- To ensure prayers are in line with the liturgical calendar and are developed annually.
- To devise and ensure that the prayer rota for staff briefing is produced regularly.
- In line with the liturgical calendar to ensure the season of Advent, Lent and the Rosary is marked by prayer and reflection in the Chapel by arrangement with the RE Faculty and Form tutors.
- To support prayer services in the Chapel for staff and members of the school community in cases of bereavement and illness.

Masses

- Liaise with and support Heads of Year in the delivery and planning of Year group Masses.
- To plan and coordinate all family Masses and recruit and identify staff and students to help and support these.
- To plan and coordinate Staff Mass as in line with the spiritual life calendar.
- To assist the College Priest Chaplain

Assemblies

- Develop and contribute to a programme of assemblies that involves students in the delivery and design of the assemblies and to support form tutor in developing student participation in public prayer.

Retreat Programmes

- To plan, lead and deliver in school retreats and to plan and coordinate all external and residential retreats as per Spiritual Life calendar.

Penitential services

- To develop creative services on occasions such as Lent and Advent.
- To liaise with parish priests to put in place the sacrament of reconciliation for all students during Lent and Advent.

Staff/ student development

Students as leaders:

- To develop and support the Catholic Life Student Chaplaincy leadership team.
- To train students to take on leadership roles to lead in the area of spiritual life.
- To recruit older students to support the role of sacristan.
- To recruit older students to become Eucharistic ministers.

Staff Enrichment

- To plan and coordinate staff Inset as outlined in the Spiritual Life calendar.

Form Tutor resources

- To ensure the form tutor Prayer resources area is updated regularly to include all relevant information on the prayer life and collective worship.

Outreach and community links

MAC Primary Masses

- To develop strong links with the MAC Primary Schools so to plan, coordinate the celebration of the Masses together.
- To liaise with priests within their parishes.

Charitable Projects

- To lead on coordinating the Charity and Fundraising committee across the school supporting our local, national and international community.

Youth Service

Encourage and support student involvement in Diocesan Youth activities.

Professional development

- In conjunction with the line manager, take responsibility for personal professional development, keeping up to date with research and developments related to school efficiency, which may lead to improvements in the day-to-day running of the school.
- Undertake any necessary professional development as identified in the School Improvement Plan taking advantage of any relevant training and development available.

Criteria	Essential	Desirable
Qualifications and Professional Development	<ul style="list-style-type: none"> • A practising and committed Catholic • GCSE A*-C (or equivalent) in English Language and Maths • Commitment to ongoing professional development • Experience of working in youth ministry within a church, school or retreat setting • Ability to plan meaningful and inspiring spiritual assemblies 	<ul style="list-style-type: none"> • Relevant Professional and/or management qualification • Experience of planning and leading sessions/assemblies with young people
Professional Knowledge and Understanding	<ul style="list-style-type: none"> • To live and breathe safeguarding in all that you do and an ability to promote the welfare of students • Experience of working with young people. • Have experience of leading liturgy and prayer • An understanding of the liturgical life of the Church and its core teachings on life, faith and mission • Experience of organising and leading retreat experiences with young people • An understanding of the liturgical life of the Church and its core teachings on life, faith and mission • Experience of organising and leading retreat experiences with young people 	<ul style="list-style-type: none"> • Safeguarding training • Experience of Youth Ministry in the Catholic Church • Working knowledge of general College practices and procedures • Retreat leadership

Criteria	Essential	Desirable
Personal and Professional Qualities and Attributes	<ul style="list-style-type: none"> • Ability to relate well to students, be an effective role model, and motivate students to achieve success • An ability to respect professional and personal boundaries at all times • Desire to share good professional practices • Ability to work on own initiative with minimum supervision but remain part of the wider team A person with 'potential' looking to develop themselves • Excellent interpersonal skills • Possess creativity and imagination when leading work • able to develop positive relationships with young people, volunteers, teachers, catechists and clergy • Excellent time management • A positive attitude and mindset • Commitment to the pastoral care of all students • Willingness to participate in further training and development opportunities offered by the College and MAC, to further knowledge • Have a well organised and systematic approach to work. Commitment to maintain confidentiality on all College and MAC matters • Committed in supporting the Catholic ethos of the College and MAC • An ability to listen without judgement and engage with a wide range of young people and adults 	<ul style="list-style-type: none"> • Have specific skills in music and liturgy • Understand the importance of physical, mental and emotional wellbeing

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